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Employment of retirees and retired former staff, and extension of staff beyond the mandatory age of separation

Report of the Secretary-General

Summary

The present report is submitted in compliance with General Assembly decision 51/408 and subsequent resolutions of the Assembly, including 57/305, 59/266 and 61/244 concerning the employment of retirees.

The report provides information concerning the employment of retired staff in the Secretariat during 2006-2007, including on the type of engagement, functions, category, level and remuneration, as well as the employing offices and departments.

The total number of retirees employed in 2006-2007 as well as the total number of days worked and the total cost of their employment were 979 persons, 176,996 days and $50 million, respectively. The number of nationalities represented in the employment of retired staff during the reporting period also increased over the 2004-2005 period from 74 to 98 nationalities. In addition, the percentage of women in number of retirees employed during the reporting period increased also from 42 to 45 per cent.

The report also provides information on the employment of former staff 60 years of age or older who chose a withdrawal settlement and were re-employed for six months or more, as well as the extension of staff beyond the mandatory age of separation.

The General Assembly is invited to take note of the report.

* A/63/150 and Corr.1.

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I. Introduction

1. By its decision 51/408 and in subsequent resolutions including 57/305, 59/266 and 61/244, the General Assembly requested the Secretary-General to report to it every two years on the use of retired staff, including the criteria for selection of staff in the Professional and higher categories, the number of staff hired for periods exceeding two years and the number of retirees serving in posts that affect the decision-making process, in particular in the areas of recruitment and promotion within the Secretariat and in the field, as well as instances in which responsibilities for representation before intergovernmental bodies are assigned to retired staff and with regard to staff extended beyond the mandatory age of separation.[1]

2. The term "retiree", as defined in paragraph 4 of the report of the Secretary-General of 20 October 1998 (A/53/526), endorsed by the General Assembly in its resolution 53/221, is applied to "a former staff member 55 years of age or older who, consequent upon service exceeding five years, is in receipt of a pension benefit from the United Nations Joint Staff Pension Fund".

3. Section II and tables 1 to 6 of the annex to the present report provide data on the use of retirees during the biennium 2006-2007. Section III provides information on the use of retirees in the reporting period as compared with the biennium 2004-2005. Data for that biennium were submitted to the General Assembly in a previous report of the Secretary-General on this subject (A/61/257/Add.2). Section IV deals with the use of former staff 60 years of age or older who opted for a withdrawal settlement and were re-employed for six months or more. Section V and table 7 of the annex contain information on the employment of retirees in decision-making positions. Section VI and table 8 of the annex provide data and analytical information on the use of retirees and retirees employed during the biennium 2006-2007 for an accrued service period exceeding two years. Section VII and tables 9, 10 and 11 provide information on staff who, having exceeded the mandatory age of retirement, continue to work under an extension of appointment or upon a reappointment and continue to contribute to the United Nations Joint Staff Pension Fund. The continued employment of these staff is reported as retained in service beyond the mandatory age of separation by department/office, with indication of gender, nationality, function and duration of the extensions. Section VIII contains an analysis of the use of retirees during the biennium 2006-2007.

4. The report provides data based on records available in the Integrated Management Information System (IMIS) and other databases (including those of the United Nations Joint Staff Pension Fund and the Department of Field Support) for individuals and individual engagements during each year of the reporting period. In order to avoid the duplication of counts of individuals whose contracts straddled the two bienniums 2004-2005 and 2006-2007, these instances are reflected in the biennium 2006-2007 only if their contracts were either extended or renewed during the biennium 2006-2007.

5. The various tables in the report reflect differences in the numbers of retired staff employed as a result of the variable count of the engagements of retired staff against different reporting parameters. For example, the number of engagements by

[1] Retention in service beyond the mandatory age of separation and employment of retirees is governed by administrative instruction ST/AI/2003/8 and Amendment 1.

cumulative totals and the aggregated subtotals by department/office as well as for various functions differ from the count of individuals owing to the fact that some retirees were employed in more than one department/office and/or for different functions under more than one engagement during the reporting period. In addition, the counts by nationality as well as by age group also differ since the recording of retired staff employed in the Organization during the reporting period reflects any change of country of nationality. The notes to the tables in the annex of the present report provide explanations of these differences.

6. As for the selection of all staff, the paramount consideration in the employment of retired staff is the "necessity of securing the highest standards of efficiency, competence and integrity" with due regard to the importance of recruiting the staff on as wide a geographical basis as possible, as set out in Article 101, paragraph 3, of the Charter of the United Nations. Administrative instruction ST/AI/2003/8 grants the employment of retirees in the following situations: (a) if the operational requirements of the Organization cannot be met by staff members who are qualified and available to perform the required function; (b) if it would not adversely affect the career development or redeployment opportunities of other staff; and (c) if it is both cost-effective and an operationally sound solution to meet the needs of the service.

7. In line with the previous request of the General Assembly in its resolution 59/266 for consolidated reports, the present report is issued as an addendum to the Secretary-General's report on the composition of the Secretariat (A/63/310).

II. Review of the employment of retirees during the biennium 2006-2007

8. The report provides information on retirees employed during the biennium 2006-2007 by year, with indication of the number of retirees and the number of engagements by type, by duration of services, by contractual modalities, categories, functions and grade/level. Relevant statistical data are contained in tables 1 to 11 of the annex.

9. The total number of individual retirees employed during the 2006-2007 biennium was 979, which represents the net figure or the baseline of such individuals employed in the Organization regardless of the number, type and category of engagement under which they were employed during the reporting period. Accordingly, this number is less than the cumulative numbers of retirees reported by type and number of engagements (see annex, table 1) or by category and number of engagements (see annex, table 2), since one individual retiree may have had several engagements of different types in one or various departments and offices. The total number of days worked by retired staff was 176,996 days in the biennium 2006-2007, with a total expenditure on the employment of retirees amounting to $50 million.

10. Six departments/offices employed 63.2 per cent of all retirees during the biennium. The Department for General Assembly and Conference Management was the largest user of retirees: 273 individuals (24.3 per cent of all employed retired staff) with 49,832 workdays at a cost of $18.4 million. The United Nations Office at Geneva was the second largest employer of retirees: 144 individuals (12.8 per cent

of the total), 16,159 working days at a cost of $5.6 million. The Department of Economic and Social Affairs was the third largest user of retirees: 83 individuals engaged (7.4 per cent of the total) with 9,074 workdays at a cost of $2.3 million. The Economic Commission for Latin America and the Caribbean employed 77 retirees (6.9 per cent of the total) for 13,869 working days at a cost of $2.2 million. Field missions administered by the Department of Peacekeeping Operations employed 73 retirees (6.5 per cent of the total) for 21,339 working days at a cost of $6.1 million. The Department of Management employed 61 retirees (5.4 per cent of the total) for 10,840 days at a cost of $2.3 million (see annex, table 3).

11. Retirees were mainly used in three groups of functions Secretariat-wide during the biennium 2006-2007: firstly, in language services, which represented the largest number and percentage (32 per cent of all retirees employed during the period), in particular revisers and interpreters; secondly, in administrative functions (23.4 per cent of all retirees); and thirdly, in political, economic, social, environmental, humanitarian, advisory and technical assistance functions (9.4 per cent of engagements). The remaining 448 individuals engaged in other services accounted for 35 per cent (see annex, table 5).

12. Retirees engaged during the reporting period came from 98 nationalities (see annex, table 4.A). Nationals of 11 Member States accounted for 64.5 per cent of all engagements of retirees during 2006-2007 as follows: 180 retirees were nationals of the United States of America (18.2 per cent); 75 of Egypt (7.6 per cent); 75 of France (7.6 per cent); 63 of Chile (6.4 per cent); 57 of the United Kingdom of Great Britain and Northern Ireland (5.7 per cent); 42 of the Philippines (4.2 per cent); 33 of China (3.3 per cent); 31 of the Russian Federation (3.1 per cent); 28 of Argentina (2.8 per cent); 28 of Canada (2.8 per cent); and 27 of Spain (2.7 per cent).

13. Of the employed retirees 439 were women, a number which represents 44.8 per cent of the total number of retirees employed during the reporting period.

14. Retirees aged between 60 to 70 years (80.8 per cent of the total) and between 55 to 60 years (6.5 per cent of the total) constituted 87.3 per cent of all retirees engaged during the biennium.

15. The total expenditure on retirees during the biennium 2006-2007 amounted to $50 million. The largest areas of expenditure were language services, which accounted for $24.3 million (48.6 per cent) and administrative services, which accounted for $12.8 million (25.6 per cent) of the total amount. The remaining $12.9 million was spent on other services.

III. Use of retirees in the 2006-2007 biennium as compared with the previous biennium

16. The number of retirees hired in 2006-2007 reflects a 99.4 per cent increase over the 2004-2005 biennium (488 individuals more). The number of days worked increased by 81.7 per cent, from 97,406 days during the biennium 2004-2005 to 176,996 days in 2006-2007. The total expenditure also increased by 49.1 per cent — from $33.5 million in 2004-2005 to $50 million in 2006-2007.

17. In 2007 the annual expenditure ($24.7 million) decreased 2.8 per cent as compared with 2006 ($25.4 million). The average cost of a retiree per day in

2006-2007 also decreased by 17.9 per cent to an average of $282.51 compared with the average of $344.25 in 2004-2005. This is mainly due to the engagement of a larger number of retirees in the General Service and related categories.

18. Retirees were employed in more departments and offices (39) in the biennium 2006-2007 as compared to 2004-2005 (30).

19. During the reporting period, the number of retirees engaged in the Professional and higher categories was 130, which represents 12 per cent of the total of 1,079 individuals, a 31.3 per cent increase over the figure reported for the biennium 2004-2005 (99 staff). The number of retirees engaged as consultants and individual contractors in 2006-2007 was 341 persons, or 228 more than in the 2004-2005 biennium.

20. The use of retirees employed in language-related functions increased to a total of 406, which represents a 26.1 per cent increase over the reported number for 2004-2005 (322 persons). The number of days worked for language-related functions increased to 61,070 days, a 22.5 per cent increase compared to 2004-2005. The total expenditure on retirees employed in language-related functions increased by 17.1 per cent to $24.3 million in 2006-2007 as compared with $20.7 million in the 2004-2005 biennium.

21. The use of retirees in administrative services[2] during 2006-2007 increased to 297 (167 or 128.5 per cent more than in 2004-2005). The number of days worked by retirees in administrative functions also increased to a total of 58,487 (29,412 days or 101.2 per cent more). The total cost increased to $12.8 million ($6.3 million or 95.4 per cent more).

22. The number of retirees discharging services in functions such as political, economic, social, environmental, humanitarian and technical assistance increased compared with the 2004-2005 biennium (119 versus 59). The number of working days in these functions increased in 2006-2007 to a total of 20,990 (9,741 workdays or 86.6 per cent more as compared with 2004-2005). The cost of this group increased to a total of $7.1 million ($3.3 million or 89.1 per cent more than in 2004-2005).

23. Compared to 2004-2005, the number of nationalities among the employed retirees increased from 74 to 98 nationalities in 2006-2007 (an increase of 32.4 per cent). The percentage of women retirees also increased from 42 per cent in 2004-2005 to 44.8 per cent in 2006-2007.

[2] Some functions classified under "Other services" in table 5 of the annex in the previous report (A/61/257/Add.2), such as Chief of Division, Section, etc. are classified in the present report under the appropriate occupational groups, i.e., "Administrative services", "Political, economic, social, environmental, humanitarian, advisory and technical assistance services". This revised classification partially accounts for the increase of retirees engaged in these occupational groups. In the present report, "Other services" combined consultants and individual contractors.

Figure I
Number of retirees in the Secretariat: 2000-2007

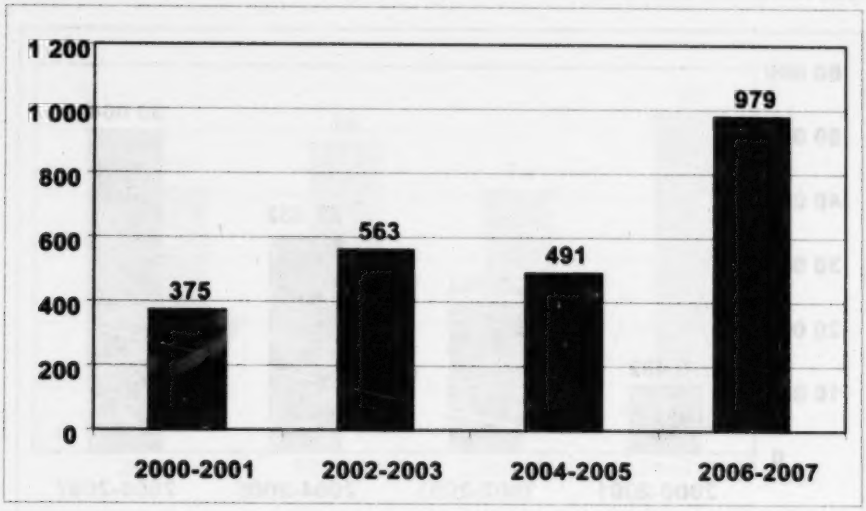


Figure II
Number of days worked by retirees in the Secretariat: 2000-2007

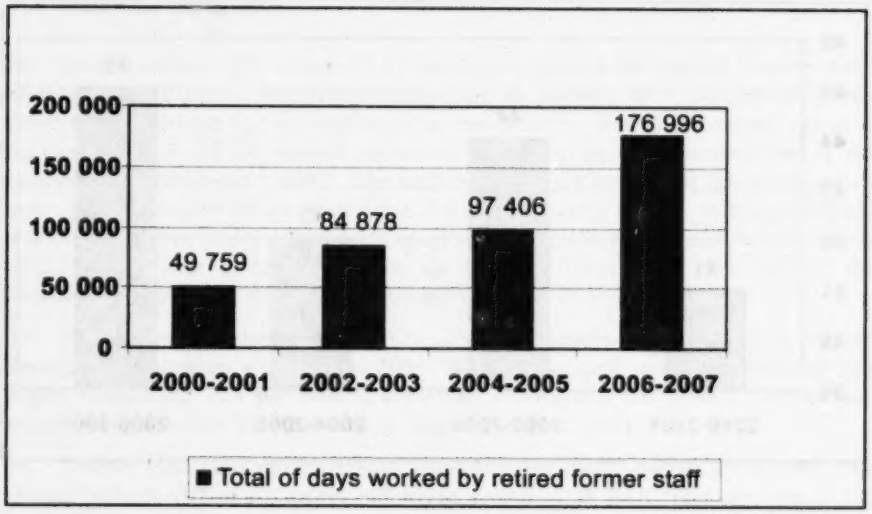


Figure III
Total expenditures on retirees: 2000-2007
(In thousands of United States dollars)

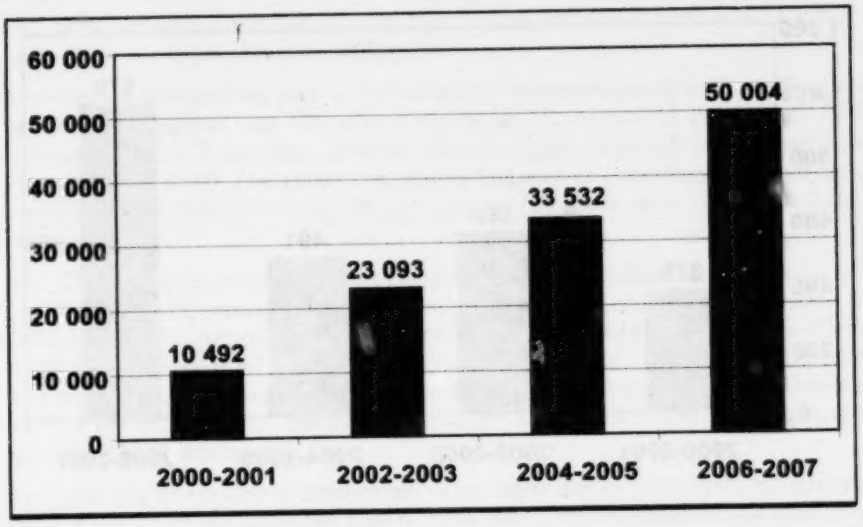


Figure IV
Percentage of women retirees in the Secretariat: 2000-2007

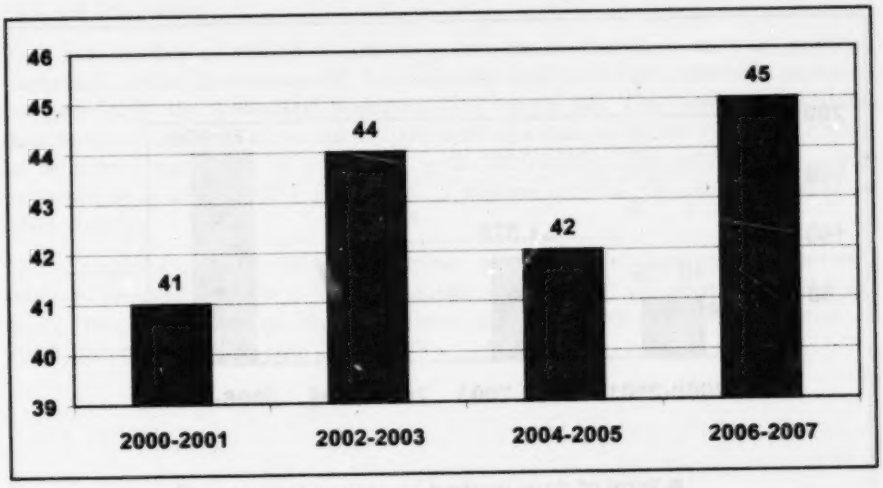
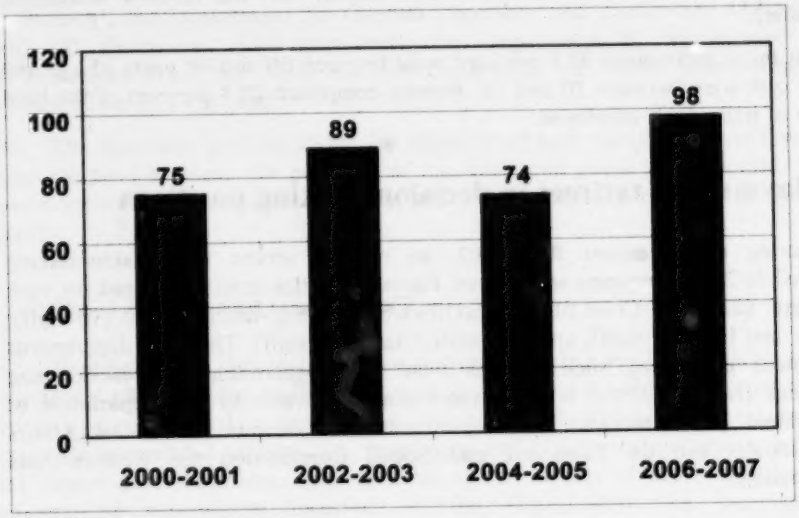


Figure V
Number of Member States represented by retirees: 2000-2007



IV. Employment of former staff 60 years of age or older who opted for a withdrawal settlement and were re-employed for six months or more

24. In accordance with article 31 of the regulations of the United Nations Joint Staff Pension Fund, a withdrawal settlement is payable to a participant in the Pension Fund whose age on separation is less than the normal retirement age or if the participant is of the normal retirement age or older on separation but is not entitled to a retirement benefit. The settlement should consist of the participant's own contributions to the Pension Fund if the contributory service of the participant was less than five years or the participant's own contributions increased by 10 per cent for each year in excess of five, up to a maximum of 100 per cent, if the contributory service of the participant was more than five years.

25. During the biennium 2006-2007, 232 individuals were employed in the Secretariat, compared with 209 in 2004-2005, 34 per cent in the Professional and higher categories, 13.1 per cent in the Field Service and the General Service and related categories and 27.8 per cent in language-related posts.

26. Twenty-nine departments/offices employed such staff during 2006-2007. The United Nations Office at Geneva employed a total of 49 staff (18.1 per cent of the total), followed by the Department of Peacekeeping Operations (field missions) with 48 staff (17.7 per cent of the total) and the Department for General Assembly and Conference Management with 46 staff (17 per cent).

27. The number of days worked by persons in this category during the 2006-2007 biennium totalled 73,142, representing an expenditure of $23.5 million. Among those employed, 29.6 per cent were employed in language-related services (17,693 workdays, $6.5 million); 22.8 per cent worked in administrative services

(21,029 workdays at a total cost of $6.1 million); and 25.8 per cent were engaged in political, economic and social affairs, environment, humanitarian assistance, advisory services, technical assistance and similar services (27,044 workdays, $9 million).

28. Of those individuals 92.8 per cent were between 60 and 70 years of age and 6.3 per cent were between 70 and 75. Women comprised 29.1 per cent of the total number of individuals employed.

V. Employment of retirees in decision-making positions

29. During the biennium 2006-2007, 46 retirees served in decision-making positions[3] in 20 departments and offices. Functional titles most often used for such staff were: Chief and Chief of Branch/Office/Section/Service/Staff/Unit (10 staff); Director and Head (7 staff); and Officer-in-Charge (4 staff). The main departments and offices employing such persons were: the Department of Peacekeeping Operations (field missions) with 14 individuals, followed by the Department of Management (7 individuals), the Department of Economic and Social Affairs (3 individuals) and the Economic and Social Commission for Western Asia (3 individuals).

VI. Employment of retirees for an accrued service period exceeding two years

30. Eight retirees (including three women) accrued over two years of service during the 2006-2007 biennium.

31. The total number of days worked by this group was 6,288, at a cost of $1.8 million.

32. Out of seven Departments and Offices where such persons served, the majority of engagements were in the Department of Peacekeeping Operations (field missions) (3 staff) and the Department of Management (2 staff).

VII. Extension of staff beyond the mandatory age of separation

33. Retention of staff beyond the mandatory age of separation is governed by the criteria set out in administrative instruction ST/AI/2003/8, including when: (a) it has not been possible to identify a qualified candidate to discharge the functions of the post in a timely manner; and (b) the retention of the staff member was in the interest of the Organization due to the exigencies of the service concerned.

34. During the 2006-2007 biennium a total of 272 staff were retained beyond the mandatory age of separation, 113 of whom were women (41.5 per cent). This represents an increase of 22.5 per cent compared with the 2004-2005 biennium (222 staff).

[3] Decision-making positions have been determined according to the functional titles of posts at the P-4 and higher levels with supervisory functions.

35. Four departments accounted for the majority of extensions beyond the mandatory age of separation (62.5 per cent of the total). These were the Department of Peacekeeping Operations (field missions) with 84 extensions (30.9 per cent of all extensions), the Department for General Assembly and Conference Management with 39 extensions (14.3 per cent), the Department of Management with 32 extensions (11.8 per cent) and the Department of Public Information with 15 extensions (5.5 per cent).

36. The functions performed by the majority of this category of staff were in administrative services (54 per cent of the total) and political, economic, social, environmental, humanitarian, advisory and technical assistance services (45.1 per cent).

VIII. Analysis of the use of retirees

37. Experience has demonstrated that retirees provide a readily available pool of specialists with in-house expertise to meet organizational needs, providing that the conditions enumerated in paragraph 6 above are met. The occupational group of language and related services (i.e., translation and documents processing) remained the largest users of retirees both in terms of the number of days worked and the amount of expenditure incurred by the Organization. In language and language-related services, for example, there has been an attrition of 138 staff through retirements since 2004. The situation has been exacerbated by uneven results in the replenishment of language examination rosters and growing global competition from other employers.

38. The expanding and evolving needs of field operations (peacekeeping and humanitarian activities) have often required the immediate deployment of experienced staff. The increase in the number of new or expanding missions (for example, the expanded operation in Timor-Leste and the preparatory phase of the hybrid operations in Darfur) required the immediate deployment of a large number of experienced personnel, some of whom were drawn from retirees or retention of staff beyond the mandatory age of separation. Additionally, field operations often have a high turnover rate (up to 30 per cent per year), and currently some 50 per cent of the staff at missions have two years or less experience in the Organization. In these circumstances, retirees are an available pool from which to draw candidates with the required institutional knowledge, skills and experience, without prejudice to the career development and redeployment opportunities of other staff.

IX. Conclusion

39. **The General Assembly is invited to take note of the present report.**

Annex

Statistical tables

Abbreviations used in tables

ASG	Assistant Secretary-General
DESA	Department of Economic and Social Affairs
DFS	Department of Field Support
DGACM	Department for General Assembly and Conference Management
DM	Department of Management
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DSS	Department of Safety and Security
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
FMADPKO	Field missions administered by the Department of Peacekeeping Operations
IMIS	Integrated Management Information System
OCHA	Office for the Coordination of Humanitarian Affairs
ODA	Office of Disarmament Affairs
OHCHR	Office of the United Nations High Commissioner for Human Rights
OHRLLS	Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
OIO	Other interorganization
OIOS	Office of Internal Oversight Services
OLA	Office of Legal Affairs
OSAA	Office of the Special Adviser on Africa
OUSG	Office of the Under-Secretary-General
REGCOM	Regional Commissions
UNAT	United Nations Administrative Tribunal
UNCC	United Nations Compensation Commission
UNCTAD	United Nations Conference on Trade and Development
UNEP	United Nations Environment Programme
UN-Habitat	United Nations Human Settlements Programme

UNMOVIC	United Nations Monitoring, Verification and Inspection Commission
UNODC	United Nations Office on Drugs and Crime
UNOG	United Nations Office at Geneva
UNON	United Nations Office at Nairobi
UNOV	United Nations Office at Vienna
USG	Under-Secretary-General

Explanatory notes

All data on expenditures have been rounded to the nearest thousand (United States dollars).

The baseline used in the report is 979 individual retirees employed in 2006 and 2007, for a total of 3,022 engagements and a total of 176,996 days of service, at a cost of $50 million.

The data on the individuals engaged in each year of the reporting period are reported from available IMIS records on a consolidated basis. Differences in the number of persons engaged which appear in the totals of the tables are the result of the variable count of the engagements against different parameters.

In the previous report on employment of retired former staff (A/61/257/Add.2), tables 1, 2 and 3 had columns with the headings of "Number of engagements", which should be read "Number of persons engaged". In the present report, tables 1, 2 and 3 have separate columns for "Number of persons engaged" and "Number of engagements" in order to make the distinction between the two different counts and thus enhance the analytical value of the report.

Table 1
Use of retirees by type and number of engagement: 2006, 2007 and 2006-2007

	Number of persons engaged			*Number of engagements*			*Total of days worked*			*Total fees or salaries ($000)*		
Type of engagement	*2006*	*2007*	*2006-2007*	*2006*	*2007*	*2006-2007*	*2006*	*2007*	*2006-2007*	*2006*	*2007*	*2006-2007*
Fixed-term	114	133	175	218	308	476	28 099	22 702	50 801	7 180	4 804	11 983
Intermediate	4	5	5	11	11	21	1 209	1 457	2 666	501	572	1 073
Limited duration	20	18	28	39	38	68	4 047	3 743	7 790	1 168	985	2 153
Permanent	2		2	2		2	243		243	38		38
Short-term	417	478	568	810	952	1 742	37 936	42 404	80 340	13 943	15 385	29 328
Consultant	106	152	199	154	245	386	8 820	10 966	19 786	1 492	1 983	3 475
Individual contractor	118	107	166	181	162	327	8 827	6 543	15 370	1 032	922	1 954
Total	**781**	**893**	**1 143**	**1 415**	**1 716**	**3 022**	**89 181**	**87 815**	**176 996**	**25 353**	**24 651**	**50 004**

Note: The total number of engagements for the biennium (3,022) is less than the sum of the totals for 2006 and 2007 (3,131) because retirees who were engaged in both years are only counted once in the total for the biennium. The difference between the total for the biennium (3,022) and the total number of persons engaged (979) results from the fact that some people had multiple engagements.

Table 2
Use of retirees by category of engagement: 2006, 2007 and 2006-2007

Category of engagement	Number of persons engaged			Number of engagements			Total of days worked			Total fees or salaries ($000)		
	2006	2007	2006-2007	2006	2007	2006-2007	2006	2007	2006-2007	2006	2007	2006-2007
Assistant and Under-Secretaries-General	4	4	5	4	5	7	1 494	204	1 698	939	129	1 068
Field Service and General Service	176	226	278	381	543	892	27 421	30 385	57 806	5 087	5 689	10 776
Language-related categories	267	297	325	518	560	1 067	25 095	26 672	51 767	10 858	11 534	22 392
Professional and higher categories	101	92	130	177	201	343	17 524	13 045	30 569	5 946	4 394	10 340
Consultants and individual contractors	216	248	341	335	407	713	17 647	17 509	35 156	2 524	2 906	5 429
Total	**764**	**867**	**1 079**	**1 415**	**1 716**	**3 022**	**89 181**	**87 815**	**176 996**	**25 353**	**24 651**	**50 004**

Note: The total number of engagements for the biennium (3,022) is less than the sum of the totals for 2006 and 2007 (3,131) because retirees who were engaged in both years were only counted once in the total for the biennium. The difference between the total for the biennium (3,022) and the total number of persons engaged (979) results from the fact that some people had multiple engagements.

Table 3
Use of retirees by department and office: 2006, 2007 and 2006-2007

Department/Office	Number of persons engaged			Number of engagements			Total of days worked			Total fees or salaries ($000)		
	2006	2007	2006-2007	2006	2007	2006-2007	2006	2007	2006-2007	2006	2007	2006-2007
DESA	47	63	83	78	112	187	4 181	4 893	9 074	1 083 049	1 175 484	2 258 533
DFS		5	5		6	6		345	345		82 692	82 692
DGACM	229	245	273	394	402	780	25 136	24 696	49 832	9 093 661	9 309 015	18 402 676
DM	35	45	61	58	88	140	4 688	6 152	10 840	1 071 725	1 269 910	2 341 635
DPA	9	12	15	11	18	25	1 389	1 148	2 537	310 731	230 874	541 605
DPI	18	18	25	25	33	54	1 747	1 646	3 393	370 183	309 186	679 369
DPKO	11	17	21	16	32	42	1 440	2 207	3 647	322 667	499 691	822 358
DSS	3	4	6	10	6	15	640	542	1 182	105 994	127 870	233 864
ECA	14	15	22	24	20	40	1 736	1 436	3 172	163 258	209 057	372 315
ECE	5	13	15	6	18	22	980	855	1 835	170 710	267 333	438 043
ECLAC	54	63	77	158	192	343	6 148	7 721	13 869	942 015	1 290 447	2 232 462
EOSG	11	7	14	14	16	28	708	508	1 216	133 869	82 599	216 468
ESCAP	24	27	41	55	57	112	2 198	3 181	5 379	537 020	550 870	1 087 890
ESCWA	14	15	20	25	26	47	2 373	1 565	3 938	592 875	285 833	878 708
FMADPKO	57	46	73	103	93	175	13	8 219	21 339	3 694 558	2 376 915	6 071 473

Department/Office	Number of persons engaged			Number of engagements			Total of days worked			Total fees or salaries ($000)		
	2006	2007	2006-2007	2006	2007	2006-2007	2006	2007	2006-2007	2006	2007	2006-2007
							120					
OCHA	12	15	19	24	28	48	2 328	2 296	4 624	562 254	421 757	984 011
ODA	1	3	3	1	13	13	30	341	371	7 982	78 364	86 346
OHCHR	11	8	15	26	21	46	1 042	691	1 733	340 266	220 090	560 356
OHRLLS	4	2	5	6	2	8	229	79	308	49 067	19 400	68 467
OIOS	1	3	4	1	4	5	3	252	255	622	45 581	46 203
OLA	5	10	12	10	19	28	1 340	1 068	2 408	530 281	151 057	681 338
OMBUDSMAN	1		1	1		1	23		23	3 736		3 736
OSAA	2	3	4	2	6	7	424	417	841	249 126	66 373	315 499
REGCOM		2	2		2	2		102	102		14 744	14 744
UNAT	2	1	2	2	2	4	83	118	201	11 098	19 167	30 265
UNCC	3	3	4	4	7	10	96	75	171	18 903	14 713	33 616
UNCTAD	19	26	33	31	43	72	2 395	2 048	4 443	537 928	495 363	1 033 291
UNEP	12	21	27	15	32	45	904	1 120	2 024	111 060	260 360	371 420
UN-Habitat	12	16	20	14	21	33	1 522	942	2 464	311 823	271 693	583 516
UNMOVIC	2	2	2	3	3	4	413	109	522	126 284	32 812	159 096
UNODC	5	7	8	7	9	13	895	607	1 502	254 788	206 117	460 905
UNOG	100	129	144	192	268	455	7 279	8 880	16 159	2 459 527	3 150 219	5 609 746
UNON	14	13	19	21	19	39	865	758	1 623	72 582	100 723	173 305
UNOV	36	43	49	78	98	173	2 826	2 798	5 624	1 113 717	1 014 765	2 128 482
Total	**773**	**902**	**1 124**	**1 415**	**1 716**	**3 022**	**89 181**	**87 815**	**176 996**	**25 353 359**	**24 651 074**	**50 004 433**

Note: The total number of persons engaged for the biennium (1,124) is less than the sum of the totals for 2006 and 2007 (1,675) because retirees who were engaged in both years were only counted once in the total for the biennium. The difference between the total for the biennium (1,124) and the total number of individuals (979) results from the engagement of some former retired staff by more than one department or office during the biennium. The total number of engagements in this table is based on the count of engagements of the same individual in the same department as one occurrence, while engagements of the same individual in different departments are counted by occurrence. This explains the difference between the total numbers of engagements in this table (1,124) and tables 1 and 2 (3,022).

Table 4
Use of retirees by nationality and gender (Secretariat and language-related services): 2006-2007

A. Secretariat

Country of nationality/status	*Number of persons engaged*	*Percentage of women*	*Total of days worked*	*Total fees or salaries (in thousands of United States dollars)*
United States of America	180	55	31 005	8 845
Egypt	75	24	14 385	5 244
France	75	68	12 596	3 953
Chile	63	52	12 843	2 666
United Kingdom of Great Britain and Northern Ireland	57	51	8 521	2 808
Philippines	42	90	11 134	1 937
China	33	30	4 383	1 757
Russian Federation	31	16	4 443	1 529
Argentina	28	39	6 771	2 144
Canada	28	29	4 467	1 285
Spain	27	33	5 551	1 949
Austria	17	53	2 662	703
Ethiopia	17	53	3 163	371
Thailand	17	65	3 459	519
Germany	15	47	3 224	956
Switzerland	14	57	1 524	488
Syrian Arab Republic	14	0	3 071	1 247
Australia	13	31	1 842	605
Kenya	13	46	2 275	426
India	12	17	2 015	499
Lebanon	10	50	2 401	396
Belgium	8	25	1 659	577
Guyana	8	50	439	145
Ireland	8	75	1 781	413
Mexico	8	63	1 299	231
Sri Lanka	8	25	1 973	288
Colombia	7	71	797	338
Sweden	7	29	1 403	504
Iraq	6	17	890	256
Italy	6	0	1 093	278
Poland	6	33	1 242	289
Trinidad and Tobago	6	67	841	178
Tunisia	6	17	498	237

Country of nationality/status	*Number of persons engaged*	*Percentage of women*	*Total of days worked*	*Total fees or salaries (in thousands of United States dollars)*
Uruguay	6	17	873	187
Ecuador	5	60	1 425	223
Algeria	4	0	528	217
Cuba	4	50	426	130
Guatemala	4	25	498	125
Myanmar	4	25	708	152
Sudan	4	0	684	160
Greece	3	67	496	97
Haiti	3	100	202	56
Israel	3	0	575	237
Netherlands	3	33	327	70
Panama	3	67	340	55
Peru	3	67	278	102
Turkey	3	33	221	73
Venezuela (Bolivarian Republic of)	3	100	1 277	218
Bolivia	2	50	548	187
Brazil	2	50	425	92
Denmark	2	0	315	93
El Salvador	2	50	466	75
Finland	2	0	339	98
Ghana	2	0	170	33
Jamaica	2	50	499	71
Japan	2	0	107	33
Jordan	2	0	538	254
Malaysia	2	0	121	53
Morocco	2	0	124	55
New Zealand	2	0	149	46
Nigeria	2	0	569	233
Pakistan	2	0	592	90
Singapore	2	50	96	29
Somalia	2	0	89	36
Stateless	2	50	453	129
Uganda	2	50	306	44
United Republic of Tanzania	2	0	201	40
Angola	1	0	11	3
Antigua and Barbuda	1	100	362	44
Bangladesh	1	0	156	36
Belarus	1	0	28	4

Country of nationality/status	*Number of persons engaged*	*Percentage of women*	*Total of days worked*	*Total fees or salaries (in thousands of United States dollars)*
Botswana	1	0	364	239
Bulgaria	1	0	7	3
Burkina Faso	1	0	747	275
Cameroon	1	0	60	12
Congo	1	100	180	54
Cyprus	1	0	333	163
Dominican Republic	1	0	1	0
Gambia	1	0	356	44
Grenada	1	0	267	53
Hungary	1	0	60	24
Indonesia	1	0	57	9
Iran (Islamic Republic of)	1	0	30	0
Liberia	1	100	166	16
Mali	1	0	301	146
Malta	1	0	94	40
Mauritius	1	100	227	36
Namibia	1	0	91	54
Niger	1	100	454	103
Norway	1	0	100	33
Paraguay	1	100	201	97
Portugal	1	1	104	30
Serbia	1	0	181	29
Senegal	1	0	349	169
South Africa	1	100	49	18
Togo	1	0	148	66
Yemen	1	0	330	160
Zimbabwe	1	100	243	31
Others				
Palestine	1	0	324	157
Total	**990**	**45**	**176 996**	**50 004**

Note: The total number 990 is greater than the total number of individuals employed over the biennium (979) as some individuals changed country or area of nationality.

B. Language-related services

Country of nationality	*Number of persons engaged*	*Percentage of women*	*Total of days worked*	*Total fees or salaries (in thousands of United States dollars)*
United States of America	69	51	10 748	4 007
Egypt	67	19	12 945	4 725
France	40	70	6 985	2 747
United Kingdom of Great Britain and Northern Ireland	28	54	2 947	1 303
China	25	32	3 712	1 589
Russian Federation	21	14	2 988	1 238
Spain	21	29	3 902	1 616
Argentina	16	44	1 968	862
Syrian Arab Republic	11	0	2 582	1 173
Chile	8	38	1 633	783
Tunisia	6	17	498	237
Austria	5	0	1 127	477
Switzerland	5	60	472	205
Belgium	4	25	588	196
Colombia	4	75	677	306
Lebanon	4	50	622	218
Philippines	4	75	363	73
Cuba	3	67	203	98
Ecuador	3	67	513	202
Algeria	2	0	156	65
Canada	2	100	97	39
Germany	2	100	188	32
Guatemala	2	50	400	93
Haiti	2	100	112	41
Israel	2	0	437	211
Jordan	2	0	530	250
Morocco	2	0	124	55
Sudan	2	0	139	67
Australia	1	100	245	119
Dominican Republic	1	0	1	0
Greece	1	0	76	29
Iraq	1	0	243	118
Ireland	1	100	119	30
Malaysia	1	0	60	29
Mali	1	0	301	146
Mexico	1	0	174	84
New Zealand	1	0	119	31

Country of nationality	*Number of persons engaged*	*Percentage of women*	*Total of days worked*	*Total fees or salaries (in thousands of United States dollars)*
Panama	1	0	61	10
Paraguay	1	100	201	97
Peru	1	100	175	85
Poland	1	100	346	54
Senegal	1	0	349	169
Thailand	1	100	145	22
Uruguay	1	100	145	70
Yemen	1	0	330	160
Others				
Palestine	1	0	324	157
Total	**380**	**39**	**61 070**	**24 320**

Table 5
Use of retirees by function: 2006-2007

Functions	*Number of retirees engaged*	*Total of days worked*	*Total salaries (in thousands of United States dollars)*
Language-related services			
Editor	18	3 488	1 482
Editorial and Desktop Publishing Assistant	36	7 061	949
Editorial Assistant	12	1 838	340
Editorial Clerk	3	303	44
Interpreter	87	7 330	3 319
Language Reference Assistant	10	1 823	306
Language Teacher	1	13	2
Proofreader	3	245	58
Reviser	187	33 541	15 978
Text Processing Assistant	4	448	115
Text Processing Clerk	17	1 855	463
Translator	23	2 533	1 013
Verbatim Reporter	5	592	250
Subtotal	**406**	**61 070**	**24 320**
Political, economic, social, environmental, humanitarian, advisory and technical assistance services			
Adviser	6	1 731	747
Chief	2	86	36
Chief of Branch	1	38	18

Functions	*Number of retirees engaged*	*Total of days worked*	*Total salaries (in thousands of United States dollars)*
Chief of Office	2	571	180
Chief of Section	2	173	58
Chief of Service	1	241	73
Chief of Unit	1	196	59
Civil Affairs Coordinator	1	218	66
Civil Affairs Officer	1	301	91
Coordinator	1	666	246
Corporal	2	654	81
Director	4	708	348
Economic Affairs Officer	12	1 292	376
Economics Assistant	1	72	18
Engineer	1	130	33
Expert	3	854	310
First Officer	8	1 729	527
Head	3	1 167	492
Humanitarian Affairs Officer	1	251	76
Information Officer	6	1 160	426
Legal Adviser	1	35	17
Officer	2	78	33
Officer-in-Charge	5	982	378
Political Affairs Officer	2	243	87
Population Affairs Officer	1	260	80
Principal Officer	3	585	263
Programme Assistant	9	1 094	180
Programme Management Officer	1	122	37
Programme Officer	1	153	59
Programming Assistant	1	154	46
Project Coordinator	2	31	15
Project Officer	1	59	26
Regional Adviser	2	154	59
Representation and Protocol Assistant	1	57	15
Representative	1	647	289
Research Assistant	2	89	22
Second Officer	5	394	102
Senior Officer	7	865	325
Social Affairs Officer	2	223	83
Social Sciences Assistant	1	726	100
Special Adviser to the Secretary-General	1	364	239
Special Adviser	2	327	171

Functions	*Number of retirees engaged*	*Total of days worked*	*Total salaries (in thousands of United States dollars)*
Statistics Assistant	2	309	47
Technical Cooperation Assistant	3	346	51
Technician	2	455	82
Subtotal	**119**	**20 990**	**7 067**
Administrative services			
Accounting Assistant	1	628	96
Administrative Assistant	54	12 160	2 125
Administrative Clerk	5	392	79
Administrative Officer	12	3 941	1 093
Assembly and Binding Equipment Operator	4	934	133
Assistant Secretary-General	2	821	490
Auditing Assistant	1	122	19
Benefits Clerk	1	56	14
Budget Assistant	1	49	13
Budget Officer	3	570	175
Buildings Services Assistant	1	35	9
Cashier	1	59	16
Chief Civilian Personnel Officer	1	227	62
Chief of Staff	2	524	234
Claims Clerk	1	67	17
Clerk	1	105	28
Communications Officer	2	222	59
Computer Information Systems Assistant	2	185	35
Documents Assistant	2	56	14
Documents Clerk	4	463	80
Equipment Technician	1	182	41
Finance Assistant	3	648	90
Finance Officer	7	2 017	554
General Services Officer	2	483	145
Graphic Arts Assistant	1	29	5
Helpdesk Assistant	2	478	127
Human Resources Assistant	3	517	99
Human Resources Officer	13	3 955	1 117
Information Assistant	1	697	106
Information Management Assistant	1	60	16
Information Network Assistant	1	578	79
Information Technology Officer	1	183	55
Liaison Officer	1	119	32

Functions	*Number of retirees engaged*	*Total of days worked*	*Total salaries (in thousands of United States dollars)*
Librarian	1	39	8
Library Assistant	1	91	14
Logistics Officer	2	637	165
Manager	1	519	201
Meetings Services Assistant	9	1 438	298
Meetings Services Clerk	3	106	26
Movement Control Officer	1	135	33
Office Assistant	10	833	155
Personal Assistant	5	1 543	270
Personnel Assistant	3	1 129	242
Personnel Officer	3	467	120
Planning Officer	1	91	34
Press Officer	1	36	9
Printing Officer	1	445	90
Printing Press Operator	6	829	121
Printing Services Clerk	1	180	28
Procurement Assistant	8	1 242	278
Procurement Officer	4	331	99
Production Assistant	1	58	9
Property Management Officer	1	121	27
Protocol Assistant	1	88	22
Public Information Assistant	4	546	107
Radio Technician	1	213	42
Records Assistant	1	245	65
Recruitment Assistant	1	156	39
Reference Assistant	1	11	2
Reference Clerk	1	46	7
Sales and Marketing Assistant	1	55	9
Sales Clerk	1	2	0
Secretary	46	8 273	1 461
Security Coordination Officer	1	60	19
Security Guard	2	172	41
Security Officer	4	724	131
Special Assistant to the Executive Secretary	1	303	91
Staff Assistant	8	966	142
Structural Worker	1	331	56
Supply Assistant	1	89	24
Support Services Assistant	1	90	15
Team Assistant	7	423	74

Functions	*Number of retirees engaged*	*Total of days worked*	*Total salaries (in thousands of United States dollars)*
Telegraphic Equipment Operator	1	136	19
Telephone Operator	1	422	47
Training Officer	1	151	30
Transport Officer	2	363	99
Transportation Assistant	1	543	123
Travel Assistant	1	180	27
Travel Officer	1	599	136
Treasury Assistant	1	290	62
Under-Secretary-General	1	455	299
Vehicle Mechanic	1	89	15
Visa Clerk	1	634	109
Subtotal	**297**	**58 487**	**12 798**
Other services			
Administrative Services	199	16 995	2 340
Advisory Services	61	5 926	915
Drafting of Manuscripts	16	1 123	170
Lectures Training Courses	15	973	206
Preparation of Meetings	25	1 837	230
Programme Evaluation	21	1 562	379
Programme Implementation	49	3 864	633
Programme Planning	9	600	212
Special Analytical Studies	27	2 276	344
Title to be determined	26	1 293	390
Subtotal	**448**	**36 449**	**5 819**
Total	**1 270**	**176 996**	**50 004**

Note: The total number of retirees engaged for the biennium (1,270) differs from the total number of individuals (979) because some retirees were engaged for more than one function.

Table 6
Use of retirees by age group: 2006-2007

Age group	*Percentage of total retirees engaged*	*Total of days worked*	*Total fees or salaries (in thousands of United States dollars)*
55 to under 60	6.5	10 106	2 402
60 to under 70	80.8	146 534	40 203
70 to under 75	9.7	15 749	5 647
75 to under 80	2.7	3 816	1 464
Over 80	0.4	791	287
Total	**100.0**	**176 996**	**50 004**

Table 7
Use of retirees in decision-making positions and functions: 2006-2007

Functional title	*Department/Office*	*Grade*	*Gender*	*Number of staff*
Assistant Secretary-General	DPA	ASG	Male	1
Assistant Secretary-General	OLA	ASG	Male	1
Chief	FMADPKO	D-1	Male	1
Chief	UNOG	P-5	Male	1
Chief Civilian Personnel Officer	FMADPKO	P-4	Male	1
Chief of Branch	DESA	D-1	Male	1
Chief of Office	OHCHR	P-5	Female	1
Chief of Office	UNMOVIC	P-4	Male	1
Chief of Section	DESA	P-5	Female	1
Chief of Service	FMADPKO	P-4	Male	1
Chief of Staff	FMADPKO	D-1	Male	1
Chief of Staff	FMADPKO	D-1	Male	1
Chief of Unit	DPI	P-4	Male	1
Civil Affairs Coordinator	FMADPKO	P-4	Male	1
Coordinator	ECLAC	L-5	Male	1
Director	DM	D-2	Male	1
Director	DPA	D-2	Male	1
Director	FMADPKO	D-2	Male	1
Director	FMADPKO	D-2	Male	1
Head	FMADPKO	D-1	Female	1
Head	FMADPKO	D-2	Male	1
Head	FMADPKO	P-5	Male	1
Manager	OHCHR	P-5	Male	1
Officer-in-Charge	ECA	P-4	Male	1
Officer-in-Charge	ECLAC	D-1	Male	1
Officer-in-Charge	ESCWA	P-5	Female	1

Functional title	*Department/Office*	*Grade*	*Gender*	*Number of staff*
Officer-in-Charge	FMADPKO	P-5	Male	1
Principal Officer	DGACM	D-1	Male	1
Principal Officer	DM	D-1	Female	1
Principal Officer	ESCAP	D-1	Male	1
Project Coordinator	DSS	D-2	Male	1
Project Coordinator	UNOG	P-4	Male	1
Representative	UNODC	D-1	Female	1
Senior Officer	DGACM	P-5	Male	1
Senior Officer	DM	P-5	Female	3
Senior Officer	DM	P-5	Male	3
Special Adviser to the Secretary-General	OSAA	USG	Male	1
Special Adviser	DESA	USG	Male	1
Special Adviser	FMADPKO	D-2	Male	1
Special Assistant to the Executive Secretary	ESCWA	P-4	Male	1
Translator	FMADPKO	P-4	Male	1
Under-Secretary-General	ESCWA	USG	Female	1
Total				**46**

Table 8
Use of retirees, by department and function, employed for an accrued service period exceeding two years: 2006-2007

Department	*Function*	*Gender*	*Total days worked*	*Total of fees/salaries (in thousands of United States dollars)*
OLA	Assistant Secretary-General	Male	730	435 948
OCHA	Administrative Officer	Female	354	130 505
	Adviser		365	134 561
	Advisory Services		40	22 000
FMADPKO	Administrative Officer	Male	904	204 763
DPKO	Human Resources Officer	Male	363	133 824
FMADPKO			384	141 566
FMADPKO	Personnel Assistant	Female	730	165 351
DM	Administrative Assistant	Female	821	125 043
DM	Administrative Services	Male	90	10 642
	First Officer		691	208 014
UN-Habitat	Advisory Services	Male	816	105 000
Total		**(37.5 per cent female)**	**6 288**	**1 817 217**

Note: Eight individual former retired staff were used in a total of 12 engagements.

Table 9
Staff retained in service beyond the mandatory age of retirement by department/office: 2006, 2007 and 2006-2007

	Number of staff								
	2006			*2007*			*2006-2007*		
Department/Office	*F*	*M*	*Total*	*F*	*M*	*Total*	*F*	*M*	*Total*
DESA	5	2	7	1	2	3	6	4	10
DFS	0	0	0	1	3	4	1	3	4
DGACM	10	10	20	10	15	25	19	20	39
DM	8	14	22	9	7	16	15	17	32
DPA	2	0	2	4	1	5	5	1	6
DPI	6	3	9	3	5	8	9	6	15
DPKO	3	4	7	3	1	4	4	4	8
DSS	0	1	1	0	1	1	0	1	1
ECA	4	3	7	0	4	4	4	6	10
ECE	0	0	0	0	6	6	0	6	6
ECLAC	3	0	3	1	0	1	3	0	3
EOSG	2	1	3	0	1	1	2	2	4
ESCWA	1	2	3	1	3	4	1	4	5
FMADPKO	9	42	51	13	41	54	20	64	84
OCHA	4	1	5	2	2	4	4	2	6
ODA	0	0	0	1	0	1	1	0	1
OHCHR	1	0	1	1	0	1	2	0	2
OIO	0	1	1	0	0	0	0	1	1
OIOS	0	1	1	1	1	2	1	1	2
OLA	2	1	3	0	0	0	2	1	3
REGCOM	0	0	0	0	1	1	0	1	1
UNCTAD	0	4	4	0	2	2	0	6	6
UNEP	2	0	2	2	1	3	3	1	4
UNFIP	0	1	1	1	1	2	1	1	2
UNMOVIC	1	1	2	2	0	2	2	1	3
UNODC	1	1	2	2	0	2	3	1	4
UNOG	1	3	4	2	2	4	3	4	7
UNOV	1	0	1	2	1	3	2	1	3
Total	**66**	**96**	**162**	**62**	**101**	**163**	**113**	**159**	**272**

Note: The total number of staff for 2006-2007 (272) is different from the sum of annual subtotals in this table (325) since it excludes individuals who moved between departments. It is also different from the total in table 10 (268) because one staff member was used in more than one function.

Table 10
Staff retained in service beyond the mandatory age of retirement by function: 2006, 2007 and 2006-2007

Function	*2006*	*2007*	*2006-2007*
Language-related services	19	18	31
Administrative services	78	78	128
Political, economic, social, environmental, humanitarian, advisory and technical assistance services	65	62	107
Other services	1	1	2
Total	**144**	**141**	**237**

Note: The total number of 237 staff for the biennium 2006-2007 is different from the sum of annual subtotals in this table (285) since it excludes individuals who moved between functions to avoid duplication of person count. The total number is also different from the totals reported in table 9 and table 11 (272) because individuals who were used in more than one grade or department/office are only reported once in the count.

Table 11
Staff retained in service beyond the mandatory age of retirement by department/office and grade: 2006-2007

Department/ Office	*Number of staff by grade*																						
	ASG	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	*L-6*	*L-5*	*LT-1*	*G-7*	*G-6*	*G-5*	*G-4*	*FS-7*	*FS-6*	*FS-5*	*FS-4*	*FS-3*	*TC-8*	*TC-5*	*TC-4*	*Total*
DESA		2	3	3	1							1											10
DFS						1						1	2										4
DGACM			1	10	3	3					5	5	9	1							1	1	39
DM		4	1	4	5		1				3	5	6	1						1	1		32
DPA	1		2								1		2										6
DPI		1	1	3	1	1					2	3	1	2									15
DPKO			1		1	2						1	1	2									8
DSS				1																			1
ECA			2	1	4						2		1										10
ECE			2	1	2			1															6
ECLAC											2		1										3
EOSG		1		1							1	1											4
ESCWA			1	4																			5
FMADPKO		3	8	17	21	7							1	1	1	3	10	9	4				85
OCHA	1	1		2								2											6
ODA				1																			1
OHCHR		1									1												2
OIO		1																					1
OIOS				1								1											2
OLA			1										2										3
REGCOM			1																				1
UNCTAD			2	2	1			1															6
UNEP		2							1		1												4
UNFIP			1									1											2

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Department/ Office	*Number of staff by grade*																						
	ASG	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2*	*L-6*	*L-5*	*LT-1*	*G-7*	*G-6*	*G-5*	*G-4*	*FS-7*	*FS-6*	*FS-5*	*FS-4*	*FS-3*	*TC-8*	*TC-5*	*TC-4*	*Total*
UNMOVIC				1							1		1										3
UNODC		1		1									1	1									4
UNOG			4							3													7
UNOV		1									1	1											3
Total	**2**	**18**	**31**	**53**	**39**	**14**	**1**	**2**	**1**	**3**	**20**	**22**	**28**	**8**	**1**	**3**	**10**	**9**	**4**	**1**	**2**	**1**	**273**

Note: The total number (273) is more than table 10 (237) because individuals were used in more than one function.

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